ERIC Document Resume | See Instruction Sheet | DATE OF RESUME 7/7/65 | DATE RECEIVED

A. PUBLICATION DATA

1. ERIC NUMBER: ED 0279 | 2. ORIGINATOR CONTROL NO(S).: 701 | 3. IDENTIFICATION NO.: N.A.

DO NOT WRITE IN SPACE BELOW

4. AUTHOR(S):
Stone, Robert F.

5. TITLE OF DOCUMENT ABSTRACTED:
A Summary Report of Administrative Salary Schedules and/or Administrative Salaries for 1959-60 in California Junior Colleges

6. PUBLICATION TITLE:
N.A.

7. EDITOR(S):
N.A.

8. PLACE OF ORIGIN
State Dept. of Edu.
Sacramento, Cal.

9. PUBLISHER OF SOURCE
State Department of Edu.
Sacramento, Cal.

CITY, STATE

TELE. EXT.

INST/LOC CODE

| 10. VOL. | 11. PAGES | 12. MO./YR. | 13. TOTAL PP. |
|---|---|---|---|
| N.A. | N.A. | 60 | 73 |

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TYPE OF REPORT
PROPOSAL ☐
IN-PROGRESS ☐
FINAL ☒
FOLLOW-UP ☐

OTHER ERIC REFERENCES:

ERIC SATELLITE CODE

B. INDEXING DATA

14. SUBJECT AREA

15. TYPE OF ENDEAVOR
survey

16. INDEXING TERMS (5-12)
surveys Y-15A
administrations R-06
salaries Y 00
junior colleges S-24
public schools P-26

17. ABSTRACT (MAX. 250 WORDS)

Statistical study of administrative salary schedules, by position, for 1959-60, in California public junior colleges. Most administrative schedules are based on teacher schedules, with responsibility and time factors recognized as bases for increments. Reveals wide variation in remuneration being received for what is apparently comparable administrative service.

ERIC No.

18. SOURCE OF ABSTRACT

C. FUNDING DATA

19. SUPPORTING ORGANIZATION

20. DIVISION OR DEPT.

22. TOTAL COST OF PROJECT

23. DURATION OR PROJECT

21. CONTRACT NO.

PROJECT NO.

U.S. Department of Health, Education, and Welfare
Office of Education

7011 IV 701

PART II

A SUMMARY REPORT OF

# ADMINISTRATIVE SALARY SCHEDULES
AND/OR
# ADMINISTRATIVE SALARIES FOR 1959-60
IN
# CALIFORNIA JUNIOR COLLEGES

U. S. DEPARTMENT OF HEALTH, EDUCATION AND WELFARE
Office of Education

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Prepared by
ROBERT F. STONE, Consultant
Bureau of Junior College Education
Division of Instruction

January, 1960

Hugh G. Price, Chief
Bureau of Junior College Education

CALIFORNIA STATE DEPARTMENT OF EDUCATION
Sacramento 14, California

Roy E. Simpson, Superintendent of Public Instruction
and Director of Education

Jay Davis Conner, Associate Superintendent of Public
Instruction and Chief, Division of Instruction

ED 000279

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## OVERVIEW

This is the first report on administrative salary schedules and/or administrative salaries in California public junior colleges. Members of the California Junior College Association requested the Bureau of Junior College Education to compile the report for two major reasons:

1. To exchange methods, policies and techniques used in developing administrative salary schedules.

2. To appraise the current level of administrative salaries in the profession.

There was not a 100 per cent return from the districts on both aspects of the report. There were a number of reasons for this, including the nature of the request for the data, the fact that some districts have not developed an administrative salary schedule, and the reluctance of some to have their current salaries included in the report. However, there was a sufficient number of schedules submitted to indicate that most administrative schedules are based on the teacher's schedule with responsibility and time factors recognized as a basis for additional increments. The feature most apparent as far as current administrative salaries are concerned, is the wide variation in the renumeration being received for what is apparently comparable administrative service.

It is recognized there are many refinements and details that could be included in the report if it is deemed necessary to continue compiling it in future years. To make the information available as soon as possible, however, no attempt was made to refine or check additional details for this year's report.

This report is being distributed only to superintendents of districts maintaining junior colleges and to presidents or directors of junior colleges. It is anticipated that those receiving the report will share it with their board members or administrative staffs as they see fit.

Robert Stone, Consultant
Bureau of Junior College Education
California State Department of
Education

## SUMMARY OF REPORTED ADMINISTRATIVE SALARY SCHEDULES AND/OR SALARIES IN CALIFORNIA PUBLIC JUNIOR COLLEGES

The methods of assigning administrative responsibility and functions within the three types of districts maintaining junior colleges and within the junior colleges themselves are not easily grouped into similar patterns. Differences in size, the personnel involved and tradition have had their influence on existing patterns. However, for purposes of summarizing this salary report, it was necessary to arbitrarily group the many positions into broad categories.

Two criteria were used in classifying the positions for this summary. First, the title of the position as listed in the schedule or on the salary questionnaire. Secondly, the size of the district or college and a subjective appraisal of the administrative responsibilities and functions that might be assigned to the position.

### Summary of Salaries by Position

| Position Classification | Schedule or Actual Salary | | |
|---|---|---|---|
| | Median | Minimum | Maximum |
| I | $17,500 | $13,750 | $22,296 |
| II | 17,640 | 11,840 | 23,028 |
| III | 12,800 | 10,600 | 17,135 |
| IV | 14,950 | 9,000 | 16,896 |
| V | 12,880 | 7,500 | 16,868 |
| VI | 10,100 | 8,500 | 15,384 |
| VII | 8,520 | 4,825 | 11,925 |
| VIII | 9,980 | 7,890 | 12,635 |
| IX | 8,800 | 7,200 | 11,160 |

### Position Classifications

I - Superintendents of junior college districts. Excludes superintendents of high school and unified districts

II - Assistant superintendents in charge of junior colleges in districts maintaining junior colleges

III - Business managers of junior college districts

IV - Presidents or directors of junior colleges. Excludes superintendents of junior college districts or assistant superintendents in large districts having same title

V - Major deans, vice-presidents, assistant directors or assistant superintendents in junior college districts whose responsibilities and functions are in the areas of instruction, student personnel or administration within a junior college

VI - Assistant deans, dean of men, dean of women, directors of student activities, an instructional area, placement, guidance, etc. within a junior college and responsible to a major dean

VII - Co-ordinators of instructional or student personnel services. Directors of a special activity within a junior college

VIII - Counselors and division chairmen

IX - Department chairmen.

AMERICAN RIVER JUNIOR COLLEGE DISTRICT
AMERICAN RIVER JUNIOR COLLEGE

I. Administrative Salary Schedule

a. Deans (10 months)

| Steps | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | $ 7,725 | $ 8,225 | $ 8,875 | $ 9,437 |
| 2 | | | 9,187 | 9,750 |
| 3 | $275 increments | | 9,500 | 10,062 |
| 4 | | | 9,812 | 10,375 |
| 5 | | | 10,125 | 10,687 |
| 6 | 9,100 | 9,600 | 10,437 | 11,000 |

b. Assistant Superintendents (11 months)

| Steps | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | $ 9,270 | $ 9,870 | $10,650 | $11,325 |
| 2 | | | 11,025 | 11,700 |
| 3 | $330 increments | | 11,400 | 12,075 |
| 4 | | | 11,775 | 12,450 |
| 5 | | | 12,150 | 12,825 |
| 6 | 10,920 | 11,520 | 12,525 | 13,200 |

c. Co-ordinators - $1,000 above regular teaching salary (10 months)
d. Division Heads - $500 above regular teaching salary (10 months)

Classifications

Class I - MA plus credential
Class II - MA plus 24 units after receipt of MA; or MA plus 60 units after receipt of BA
Class III - MA plus 48 units after receipt of MA; or MA plus 90 units after receipt of BA
Class IV - Earned Doctorate

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent/President | 100 | $16,500 |
| Asst. Supt. - Instruction | 100 | 12,150 |
| Asst. Supt. - Business | 100 | 12,825 |
| Dean - Extended Day/Adult | 100 | 9,600 |
| Dean - Guidance and Records | 80 | 9,500 |
| Dean - Men | 80 | 8,500 |
| Dean - Women | 100 | 9,325 |
| Librarian* | 0* | 8,805 |
| Co-ordinator - Voc. Education | 80 | 7,500 |

* Not considered administration

ANTELOPE VALLEY JOINT UNION HIGH SCHOOL DISTRICT
ANTELOPE VALLEY COLLEGE

I. Administrative Salary Schedule

(Based on 10 calendar months of service)

| Steps | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| | | Schedule A (1.2 factor) | | |
| 1 | $ 6,960 | $ 7,560 | $ 8,160 | $ 8,760 |
| 2 | | | | |
| 3 | | $300 increments/step | | |
| 4 | | | | |
| 5 | 8,160 | 8,760 | 9,360 | 9,960 |
| | | Schedule B (1.23 factor) | | |
| 1 | $ 7,179 | $ 7,779 | $ 8,379 | $ 8,979 |
| 2 | | | | |
| 3 | | $300 increments/step | | |
| 4 | | | | |
| 5 | 8,379 | 8,979 | 9,579 | 10,179 |
| | | Schedule C (1.265 factor) | | |
| 1 | $ 7,435 | $ 8,035 | $ 8,635 | $ 9,235 |
| 2 | | | | |
| 3 | | $300 increments/step | | |
| 4 | | | | |
| 5 | 8,635 | 9,235 | 9,835 | 10,435 |
| | | Schedule D (1.3 factor) | | |
| 1 | $ 7,690 | $ 8,290 | $ 8,890 | $ 9,490 |
| 2 | | | | |
| 3 | | $300 increments/step | | |
| 4 | | | | |
| 5 | 8,890 | 9,490 | 10,090 | 10,690 |
| | | Schedule E (1.4 factor) | | |
| 1 | | $ 9,020 | $ 9,620 | $10,220 |
| 2 | | | | |
| 3 | | $300 increments/step | | |
| 4 | | | | |
| 5 | | 10,220 | 10,820 | 11,420 |
| | | Schedule F (1.6 factor) | | |
| 1 | | | $10,780 | |
| 2 | | | | |
| 3 | | $300 increments | | |
| 4 | | | | |
| 5 | | | | |
| 6 | | | 12,280 | |

Explanation:
Schedule based on maximum of teacher's schedule for each class.

Intervals:
Between classes is $600; between steps is $300 or 1.5X, the teacher's maximum for each class.

Time Factors:
For 10 months, multiply teachers maximum for each class by 1.0909; for 10½ months, multiply administrative salary schedule by 1.05; for 11 months, multiply by 1.1.

Explanation of Schedules:

Schedule A: For positions where no administrative credential is required and/or where employee has no administrative credential, but is qualified otherwise for the responsibility. Also, limiting salary level for teachers who may be in positions with extra pay.

Schedule B: For vice-principals and assistant directors of the junior college, and any other position requiring an administrative credential and having similar responsibilities.

Schedule C: Assistant principals, vice-principals, assistant directors of the junior college, and any other position requiring an administrative credential and having similar responsibilities. Also, principals of a high school of less than 100 a.d.a.

Schedule D: Assistant to chief administrator of the district

Schedule E: Principal of a high school of 1000 a.d.a. or more and president of the junior college

Schedule F: Assistant superintendents

Classifications

Class I - BA degree
Class II - MA degree
Class III - MA plus one year
Class IV - Doctorate

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| District Superintendent | — | $ — |
| Asst. Supt. - Business (District) | 100 | 13,812 |
| President (College) | 100 | 12,672 |
| Dean - Students | 100 | 10,044 |
| Dean - Instruction | 100 | 9,708 |
| Assistant Dean - Instruction | 100 | 9,432 |
| Assistant Dean - Students | 100 | 8,532 |
| Co-ordinator - Student Activities | 100 | 7,260 |

II. Administrative Salaries for 1959-60 (Cont.)

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Department Chairman - Athletics | | $ 7,766 |
| Department Chairman - Business | | 7,600 |
| Department Chairman - English | | 8,200 |
| Department Chairman - Math., Engr., Voc. | | 8,745 |
| Department Chairman - Science | | 7,200 |
| Department Chairman - Soc. Science | | 7,800 |

KERN COUNTY JOINT UNION HIGH SCHOOL DISTRICT
BAKERSFIELD COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent (District) | -- | -- |
| President (College) | 100 | $15,905 |
| Vice President | 100 | 13,793 |
| Dean - Instruction | 80 | 11,542 |
| Dean - Ext.Day/Adult (Dist.) | 100 | 12,203 |
| Dean - Students | 100 | 12,612 |
| Dean - Voc.-Tech. Educ. | 50 | 11,318 |
| Dir. - Student Activities | 40 | 10,723* |
| Dir. - Guid. and Testing | 40 | 11,138* |
| Dir. - Public Information and Publications | 60 | 11,766* |
| Div. Chm. - Humanities | 40 | 10,280* |
| Div. Chm. - Phy.Ed. and Health | 40 | 10,280* |
| Div. Chm. - Science, Math. and Engr. | 40 | 10,289 (10½ mo.)* |
| Div. Chm. - Social Science | 20 | 8,800* |
| Dept. Chm. - Agriculture | 20 | 11,160 (12 mo.)* |
| Dept. Chm. - Business Educ. | 20 | 9,780* |
| Dept. Chm. - Home Economics | 20 | 6,600* |
| Dept. Chm. - Nursing Educ. | 80 | 9,632 (12 mo.)* |
| Dept. Chm. - Trades and Industry | 20 | 10,400 (12 mo.)* |

*Based on teacher's salary plus administrative responsibility and time.

CABRILLO JOINT UNION JUNIOR COLLEGE DISTRICT
CABRILLO COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $15,000 |
| Director of Instruction | 100 | 12,000 |
| Director of Business Services | 100 | 12,000 |

CERRITOS JUNIOR COLLEGE DISTRICT
CERRITOS COLLEGE

I. Administrative Salary Schedule

a. Directors (President)

| Steps | Salary |
|---|---|
| 1st year | $14,700 |
| 2nd year | 15,150 |
| 3rd year | 15,600 |
| 4th year | 16,050 |
| 5th year | 16,500 |

b. Deans and Administrative Assistants

Monthly administrative allowances as listed below are added to the appropriate teacher's salary. (See Certificated Salary Report for teacher's salary schedule.)

| Steps | Class II | Class III | Class IV | Class V |
|---|---|---|---|---|
| 1st year | $124.80 | $134.40 | $139.20 | $144.00 |
| 2nd year | 140.40 | 151.20 | 156.60 | 162.00 |
| 3rd year | 156.00 | 168.00 | 174.00 | 180.00 |
| 4th year | 171.60 | 184.80 | 191.40 | 198.00 |
| 5th year | 187.20 | 201.60 | 208.80 | 216.00 |

c. Co-ordinators

| | | | | |
|---|---|---|---|---|
| 1st year | $ 93.60 | $100.80 | $104.40 | $108.00 |
| 2nd year | 101.40 | 109.20 | 113.10 | 117.00 |
| 3rd year | 109.20 | 117.60 | 121.80 | 126.00 |
| 4th year | 117.00 | 126.00 | 130.50 | 135.00 |
| 5th year | 124.80 | 134.40 | 139.20 | 144.00 |

d. Division Chairmen - $500 a year added to regular teacher's salary.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $17,424.00 |
| Vice President/Director | 100 | 16,500.00 |
| Business Manager | 100 | 15,300.00 |
| Dean - Liberal Arts | 100 | 9,726.20 |
| Dean - Technical Arts | 100 | 10,769.00 |
| Dean - Student Personnel (Asst. Dir.) | 100 | 10,907.60 |
| Dean - Women | 100 | 11,105.00 |
| Dean - Counseling and Guidance | 100 | 10,577.60 |
| Div. Chm. - Business Educ. | 20 | T.S. plus $500 |
| Div. Chm. - Phy. Ed., Health, Recreation | 20 | T.S. plus $500 |
| Div. Chem. - Humanities | 20 | T.S. plus $500 |
| Div. Chm. - Science, Engr. Math. | 20 | T.S. plus $500 |
| Div. Chm. - Social Science | 20 | T.S. plus $500 |
| Director - Athletics | 100 | 9,726.20 |

CHAFFEY UNION JUNIOR COLLEGE DISTRICT
CHAFFEY COLLEGE

I. Administrative Salary Schedule

a. President, Director and Comptroller - Negotiated annually on an individual basis by the Board of Trustees

b. Deans - 1. Placement on teachers' salary schedule according to individual training
2. Plus allowance for number of months employed
3. Plus years of service in the position, factor, as follows: 1st, .05; 2nd, .07; 3rd, .09; 4th, .11; 5th, .13; 6th, .15

c. Associate Deans -
1. Placement on teachers' salary schedule
2. Plus allowance for number of months employed
3. Plus year's service in the position factor as follows: 1st, .05; 2nd, .06; 3rd, .07; 4th, .08; 5th, .09; 6th, .10.

d. Counselors -
1. Placement on teachers' salary schedule
2. Plus allowance for number of months of service
3. Plus $100 bonus for each one-fifth of time devoted to counseling

e. Division Chairmen -

| Responsibility | Added to Regular Salary |
|---|---|
| 11 or more persons | $275 |
| 7 to 10 persons | 225 |
| 4 to 6 persons | 175 |

An additional $50 may be added when warranted.

f. Athletic Coaches

| Responsibility | Added to Regular Salary |
|---|---|
| Football (12 months) | $300 |
| Asst. Football | 200 |
| Basketball, baseball, track, tennis, swimming, wrestling | 300 |
| Golf | 150 |

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent/President | 100 | $17,500 |
| Director | 100 | 12,200 |
| Comptroller | 100 | 10,600 |
| Dean - Instruction | 100 | 11,558 |
| Asst. Dean - Instruction (Adult) | 100 | 11,579 |
| Dean - Student Personnel | 80 | 11,004 |

II. Administrative Salaries for 1959-60 (Cont.)

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Asst. Dean - Student Personnel (Women) | 100 | $10,833 |
| Dean - Guidance | 80 | 11,984 |
| Director - Placement | 48 | 10,246 |
| Asst. Dean - Guidance | 70 | 10,833 |
| Counselor - Business Education | | 10,056 |
| Counselor - Psychology | | 9,323 |
| Counselor - Social Studies | | 10,636 |
| Counselor - Life Science | | 8,340 |
| Division Chairman - Life Science | | 7,475 |
| Division Chairman - Language Arts | | 8,485 |
| Division Chairman - Indus. and Tech. Ed. | | 9,608 |
| Division Chairman - Business Education | | 8,355 |
| Division Chairman - Social Science | | 8,855 |
| Division Chairman - Physical Science | | 9,005 |
| Division Chairman - Physical Education | | 8,325 |

CITRUS UNION HIGH SCHOOL DISTRICT
CITRUS JUNIOR COLLEGE

## I. Administrative Salary Schedule

| Position | *Resp. Increment | Time Assign. |
|---|---|---|
| Asst. Dean - Student Activities | 10R | 10 |
| Co-ordinator - Student Activities | 10R | 10 |
| Business Assistant | 13R | 12 |
| Unit Administrator | 13R | 11 |
| Dean - Counseling and Guidance | 13R | 12 |
| Dean - Admissions | 13R | 12 |
| Dean - Instruction | 13R | 12 |
| Dean - Student Activities | 13R | 11 |
| Dean - Extended Day/Adult and Administrative Assistants | 15R | 12 |
| Director | 30R | 12 |

*One "R" increment has a value of $8.50 per month. Salaries are determined in the following manner:

a. Employee's classification and step determined on basic teachers salary schedule. (See Certificated Salary Report)
b. Add to the monthly rate the appropriate "R" increment
c. Multiply this sum by the number of months specified in the time assignment for the position.

## II. Administrative Salaries for 1959-60

No current salaries submitted.

COALINGA UNION HIGH SCHOOL DISTRICT
COALINGA COLLEGE

## I. Administrative Salary Schedule

| Steps | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | $ 7,320 | $ 7,560 | $ 7,800 | $ 8.040 |
| 2 | | | | |
| 3 | | $240 increment per step | | |
| 4 | | | | |
| 5 | | | | |
| 6 | | | | |
| 7 | 8,760 | 9,000 | 9,240 | 9,480 |

### Position Index

| | | | |
|---|---|---|---|
| District Superintendent | 1.75 | Dean - Instruction | 1.25 |
| Director - Junior College | 1.50 | Dean - Students | 1.20 |
| Business Manager | 1.25 | Dean - Ext. Day/Adult | 1.20 |

### Classifications

Class I - BA plus 30 units with MA or BA plus 42 units
Class II - BA plus 54 units with MA
Class III - BA plus 66 units with MA
Class IV - BA plus 78 units with MA

Doctoral degree holders shall receive an additional $480 per year.

## II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent | -- | -- |
| Director | 100 | $13,860 |
| Dean - Instruction | 90 | 10,530 |
| Dean - Extended Day/Adult | 50 | 8,580 |
| Dean - Students | 70 | 11,568 |
| Counselor - Men | Teachers salary plus months of service | |
| Counselor - Women | | |

COMPTON JUNIOR COLLEGE DISTRICT
COMPTON COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $15,900 |
| Dean of the College | 100 | 11,833 |
| Dean - Guidance | 100 | 11,088 |
| Business Manager | 100 | 11,088 |
| Dean - Men | 100 | 11,088 |
| Dean - Women | 100 | 11,088 |
| Dean - Records | 100 | 11,088 |
| Director - Athletics | 100 | 11,088 |

Department chairmen are paid $500 over their regular teaching salary.

CONTRA COSTA JUNIOR COLLEGE DISTRICT
CONTRA COSTA COLLEGE
DIABLO VALLEY COLLEGE

I. Administrative Salary Schedule*

a. Superintendent and Assistant Superintendent

Set by Board of Trustees

b. Directors (Presidents) (11 months service)

Initial salary of not less than $11,000
$500 increment per year
Maximum set by Board

c. Deans and Co-ordinators (11 months service)

Initial salary of not less than $9,000
$500 increment per year
Maximum set by Board

d. Asst. Deans, Teacher-Co-ordinators and Registrars (10½ months service)

Initial salary of not less than $8,000
$500 increment per year
Maximum set by Board

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $20,000 |
| Asst. Superintendent | 100 | 15,000 |

No salary submitted for other positions.

*No relationship to the Certificated Salary Schedule.

COACHELLA VALLEY JUNIOR COLLEGE DISTRICT
COLLEGE OF THE DESERT

I. Administrative Salary Schedule

New district. No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $15,000 |
| Business Manager | 100 | 12,600 |

EL CAMINO JUNIOR COLLEGE DISTRICT
EL CAMINO COLLEGE

I. Administrative Salary Schedule

a. Superintendent and Directors (11 months service)

| Step | Directors | Superintendent |
|---|---|---|
| 1 | $13,650 | $18,200 |
| 2 | 13,950 | 18,600 |
| 3 | 14,250 | 19,000 |
| 4 | 14,550 | 19,400 |
| 5 | 14,850 | 19,800 |

The director's maximum salary shall be one and one-half times the maximum teaching salary. The superintendent's maximum salary shall be double the maximum teaching salary.

b. Assistant Directors (11 months service)

One and one-third times their regular salary as a teacher.

II. Administrative Salaries for 1959-60

No current salaries submitted.

FOOTHILL JUNIOR COLLEGE DISTRICT
FOOTHILL COLLEGE

I. Administrative Salary Schedule

a. Group A

| Year's Service | Salary |
|---|---|
| 4th | 1.5 times 12th step of appropriate certificated salary schedule classification |
| 3rd | $1000 less than 4th year |
| 2nd | $2000 less than 4th year |
| 1st | $3000 less than 4th year |

b. Group B1

| Year's Service | Salary |
|---|---|
| 4th | 1.35 times 12th step of appropriate certificated salary schedule classification |
| 3rd | $750 less than 4th year |
| 2nd | $1500 less than 4th year |
| 1st | $2250 less than 4th year |

c. Group B2

| Year's Service | Salary |
|---|---|
| 4th | 1.3 times 12th step of appropriate certificated salary schedule classification |
| 3rd | $750 less than 4th year |
| 2nd | $1500 less than 4th year |
| 1st | $2250 less than 4th year |

Note for Classifications A, B1, B2:

1. Board may place a new person as high as the second year on the administrative salary schedule.
2. All positions are for 12 months with one month vacation.
3. All persons will be on duty Christmas and spring holidays unless arrangements are made with superior.

d. Group C1

Instructors' salary plus $500 for administrative responsibility, plus compensation for required summer duty.

e. Group C2

Instructors' salary schedule plus $300 for administrative responsibility, plus compensation for required summer duty.

Note for Classifications C1 and C2:

Summer duty will vary from year to year. Summer compensation for one month shall be one-tenth of annual salary (including administrative responsibility factor). Lesser periods prorated.

## Administrative Classifications

| Groups | |
|---|---|
| A | Dean of Instruction - Dean of Students |
| B1 | Directors of Technical Education |
| | Director of Evening Division |
| | Director of Student Activities |
| | Business Manager |
| B2 | Director of Library Services |
| | Director of Public Information |
| C1 | Division Chairmen |
| | Assistant Directors |
| | Administrative Assistant |
| C2 | Counselors |
| | Placement Officer |
| | Registrar |

II. Administrative Salaries for 1959-60

No current salaries submitted.

FRESNO CITY UNIFIED SCHOOL DISTRICT
FRESNO CITY COLLEGE

I. Administrative Salary Schedule

a. Deans (11 months)

| Step | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | $ 8,665 | $ 9,525 | $10,390 | $11,250 |
| 2 | | | | |
| 3 | | $280 increments per step | | |
| 4 | | | | |
| 5 | | | | |
| 6 | | | | |
| 7 | 10,345 | 11,205 | 12,070 | 12,930 |
| Factors | 1.20 | 1.30 | 1.40 | 1.50 |

Factors are applied to $8,620 teachers' salary.

b. Division Chairmen (10 months) - $750 per year in addition to regular teaching salary

c. Counselors (10 months) - $300 per year in addition to regular teaching salary

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent | -- | -- |
| President | 100 | $15,000 |
| Dean, Administration | 100 | 12,370 |
| Dean, Adult/Extended Day | 100 | 10,065 |
| Dean, Students | | 9,785 |
| Dean, Men | 95 | 10,065 |
| Dean, Women | 95 | 8,945 |
| Dean, Admissions and Records | 100 | 11,790 |
| Placement Officer* | 50 | 8,075 |
| Division Chairman - Business** | 100 | 9,285 |
| Division Chairman - General Ed. | 100 | 10,065 |
| Division Chairman - T and I | 100 | 10,925 |

*Teaching salary plus $750
**Teaching salary plus $300

FULLERTON JUNIOR COLLEGE DISTRICT
FULLERTON JUNIOR COLLEGE

I. Administrative Salary Schedule

No administrative salary schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent | — | — |
| Director | 100 | $12,945 |
| Dean - Instruction | 100 | 11,000 |
| Dean - Extended Day/Adult | 50 | 11,520 |
| Business Manager | 50 | 11,880 |
| Dean - Men | 100 | 11,000 |
| Dean - Women | 100 | 11,000 |
| Head Counselor | 100 | 10,263 |
| Placement Officer | 50 | 9,518 |
| Assistant Dean - Instruction | 100 | 9,097 |
| Division Chairman -Humanities | | 9,686* |
| Division Chairman - Life Science | | 9,686* |
| Division Chairman - Physical Science | | 9,176* |
| Division Chairman - Social Science | | 9,176* |
| Division Chairman - Tech. Education | | 8,256* |
| Division Chairman -Business Education | | 9,176* |

*Based on regular teaching assignment.

GLENDALE UNIFIED SCHOOL DISTRICT
GLENDALE COLLEGE

I. Administrative Salary Schedule

a. Superintendent (12 months) $22,500

b. Schedule #46 (12 months)
Assistant Supt., Deputy Supt., and Business Manager

| Years | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Factors | 1.76 | 1.79 | 1.82 | 1.85 | 1.88 |

c. Schedule #50 (12 months)
College President

| Years | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Factors | 1.56 | 1.59 | 1.62 | 1.65 | 1.68 |

d. Schedule #54 (12 months)
Directors - Guidance, P. E. and Rec., Adm. Asst., Adm. College Deans

| Years | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Factors | 1.30 | 1.33 | 1.36 | 1.39 | 1.42 |

e. Schedule #58 (12 months)
Co-ordinators, College Deans

| Years | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Factors | 1.24 | 1.27 | 1.30 | 1.33 | 1.36 |

Formula: Placement on teachers' salary schedule times appropriate factor. (See Certificated Salary Schedule Report).

f. Department and Division Heads

| Number of Teachers | Added Per Year |
|---|---|
| 2 to 4 incl. | $100 |
| 5 to 8 incl. | 200 |
| 9 and up | 300 |

II. Administrative Salaries for 1959-60

No current salaries submitted.

SANTA MARIA JOINT JUNIOR COLLEGE DISTRICT
ALLAN HANCOCK COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent | -- | -- |
| Director | 100 | $10,000 |
| Dean - Instruction | 25 | 8,200* |
| Dean - Ext. Day/Adult | 50 (for college) | 9,020* |
| Dean - Student Personnel | 50 | 7,500* |
| Bus. Mgr. (Also H.S's.) | 50 | 11,500 |
| Dean - Men | 15 | 7,900* |
| Dean - Women (Also Student Personnel) | 10 | 7,900* |
| Dept. Chm. - Ind. Arts | 10 | 7,900* |
| Co-ord. - Apprentice Prog. | 90 | 4,425* |
| Co-ord. - Mil. Prog. | 100 | 7,200 |
| Dean - Guid. and Counsel. | 40 | 8,000* |

*Based on teacher's salary with $200 or $300 added.

HARTNELL JOINT JUNIOR COLLEGE DISTRICT
HARTNELL COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $16,900 |
| Asst. Supt./Vice Pres. | 100 | 13,400 |
| Director - East Campus | 100 | 16,900 |
| Dean - Ext. Day/Adult | 50 | 9,000 |
| Dean - Student Pers. | 60 | 9,600 |
| Dean - Counseling | 50 | 9,800 |
| Director - Placement | 20 | 9,400 |
| Chm. - Agriculture | -- | 8,700* |
| Chm. - Bus. Educ. | -- | 9,200* |
| Chm. - Fine Arts | -- | 8,700* |
| Chm. - Language | 20 | 9,200* |
| Chm. - Mathematics | -- | 7,500* |
| Chm. - Phy. Educ. | -- | 6,900* |
| Chm. - Science | -- | 8,800* |
| Chm. - Social Science | 20 | 8,200* |
| Chm. Trade and Ind. | 50 | 9,300* |

*Regular teacher's salary.

CENTRAL UNION HIGH SCHOOL DISTRICT
IMPERIAL VALLEY COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | %Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent | -- | -- |
| Director | 100 | $ 9,000 |
| Dean - Instruction | 50 | T.S. + $400 |
| Dean - Men | 33 | T.S. + $400 |
| Dean - Women | 12 | T.S. + $250 |

LASSEN UNION HIGH SCHOOL DISTRICT
LASSEN JUNIOR COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent | -- | -- |
| Director | 100 | $9,000 |
| Director - Guidance | 50(College) | 8,350* |

*Based on teachers' salary

LONG BEACH UNIFIED SCHOOL DISTRICT
LONG BEACH CITY COLLEGE

I. Administrative Salary Schedules

Administrative schedule for entire district. Not particularly applicable to the junior college.

II. Administrative Salaries for 1959-60*

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Asst. Supt./Director (District) | 50(College) | $17,635 |
| Asst. Supt. - Business (District) | 15(College) | 17,135 |
| Asst. Supt. - Instruction (District) | 15 (College) | 17,385 |
| Dean - Liberal Arts Division | 100 | 15,385 |
| Dean - Business and Technical Division | 100 | 15,135 |
| Dean - Adult Division (District) | 100 | 14,885 |
| Associate Dean - Activities | 100 | 10,450 |
| Associate Dean - Instruction | 100 | 10,700 |
| Associate Dean - Business | 50 | 11,200 |
| Associate Dean - Administration | 100 | 11,200 |
| Associate Dean - Administration | 50 | 11,200 |
| Associate Dean - Forums | 100 | 10,450 |
| Associate Dean - Evening Classes | 100 | 11,700 |
| Assistant Dean - Guidance | 100 | 10,950 |
| Assistant Dean - Guidance | 100 | 10,950 |
| Assistant Dean - Adult Center | 100 | 9,950 |
| Assistant Dean - Adult Center | 100 | 9,950 |
| Assistant Dean - Adult Center | 100 | 9,950 |
| Assistant Dean - Administration | 100 | 9,200 |
| Assistant Dean (Principal G.A.D.) | 100 | 10,450 |
| Co-ordinator - Family Life Education | 100 | 9,070 |
| Co-ordinator - Guidance and Placement | 50 | 12,635 |
| Co-ordinator - Distribution Education | 100 | 12,635 |
| Co-ordinator - Technical Education Shipyards | 100 | 12,135 |
| Co-ordinator - General | 100 | 12,135 |
| Co-ordinator - Trade and Industry | 100 | 10,200 |
| Adviser - Women's Activities | 100 | 8,950 |
| Adviser - Men's Activities | 50 | 6,450 |
| Adviser - Student Body | 100 | 8,950 |
| Adviser - Student Body | 35 | 8,950 |

*Includes positions for Liberal Arts, Business and Technology, and General Adult Divisions.

LOS ANGELES CITY JUNIOR COLLEGE DISTRICT
EAST LOS ANGELES COLLEGE — LOS ANGELES METROPOLITAN COLLEGE
LOS ANGELES CITY COLLEGE — LOS ANGELES PIERCE COLLEGE
LOS ANGELES HARBOR COLLEGE — LOS ANGELES TRADE TECHNICAL COLLEGE
LOS ANGELES VALLEY COLLEGE

I. Administrative Salary Schedule

a. Schedule #54-a (12 months)
President of Junior College

| Steps | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Monthly Salary | $1,129 | 1,193 | 1,261 | 1,332 | 1,408 |

b. Schedule #51-a (12 months)
Deans

| Steps | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Monthly Salary | $ 959 | 1,012 | 1,069 | 1,129 | 1,193 |

c. Schedule #49-a (12 months)
Special Asst. in Counseling and Guidance

| Steps | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Monthly Salary | $ 859 | 907 | 959 | 1,012 | 1,069 |

d. Schedule #53-a (12 months)
Administrative Assistants

| Steps | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Monthly Salary | $1,069 | 1,129 | 1,193 | 1,261 | 1,332 |

e. Schedule #48-a (10 special calander months)

| Steps | 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|
| Monthly Salary | $ 852 | 900 | 950 | 1,005 | 1,060 |

f. Specials
Co-ordinators, Counselors, Dept. Chairmen, Asst. Co-ordinators

Co-ordinators - T. S. plus $60 month
Counselors - T. S. plus $60 month
Department Chairmen - T. S. plus $45 month
Asst. Co-ordinators - T. S. plus $45 month

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | Present Salaries |
|---|---|---|
| Superintendent/Asst. Superintendent | | |
| Presidents | 100 | $13,548 to $16,896 |
| Deans - Instruction | 100 | 12,144 to 14,316 |
| Dean - Speeial Services | 100 | 12,828 to 14,316 |
| Dean - Admissions and Records | 100 | 14,316 |

II. Administrative Salaries for 1959-60 (Cont.)

| Position | % Admin. Time | Present Salaries |
|---|---|---|
| Dean - Extended Day | 100 | $12,144 to $14,316 |
| Dean - Administration | 100 | 14,316 |
| Dean - Student Personnel | 100 | 14,316 |
| Dean - Ed. Service and Spec. Service | 100 | 12,828 |
| Business Manager (District) | | 23,029 to 28,692 |
| Bursar (Classified Schedule) | 100(College) | 9,060 |
| Asst. Dean - Instruction | 100 | 19,500 to 10,600* |
| Asst. Dean - Admin. and Guidance | 100 | 9,500 to 10,600 |
| Asst. Dean - Educational Services | 100 | 9,500 to 10,600 |
| Asst. Dean - Student Personnel (Men) | 100 | 9,500 to 10,600 |
| Asst. Dean - Student Personnel (Women) | 100 | 9,500 to 10,600 |
| Assistant Dean - Counseling | 100 | 9,500 to 10,600 |
| Assistant Dean - Extended Day | 100 | 9,500 to 10,600 |
| Counselors | 100 | 7,890 to 9,600** |
| Co-ordinator - Special Services | 40-100 | 7,650 to 9,600** |
| Co-ordinator - Extended Day | 40-100 | 7,650 to 9,600 |
| Co-ordinator - Students | 40-100 | 7,650 to 9,600 |
| Co-ordinator - Instruction | 40-100 | 7,650 to 9,600 |
| Co-ordinator - Library | 40-100 | 7,650 to 9,600 |
| Co-ordinator - Audio-Visual | 40-100 | 7,650 to 9,600 |
| Department Chairmen (Various) | 20-100 | 8,490 to 9,450*** |

* Assistant Deans on 10 special calander months)
** T. S. plus $60 month ) Salary computed for
*** T. S. plus $45 month ) 10 months.

MARIN JUNIOR COLLEGE DISTRICT
COLLEGE OF MARIN

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent/Preident | 100 | $15,000 |
| Vice President | 90 | 11,300 |
| Director - Adult Education | 100 | 10,120 |
| Dean - Men | 90 | 10,000 |
| Dean - Women | 90 | 10,000 |
| Department Heads | | T. S. plus $200 |

MODESTO CITY JUNIOR COLLEGE DISTRICT
MODESTO JUNIOR COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent | -- | -- |
| President | 100 | $12,880 |
| Dean - Instruction | 100 | 10,731 |
| Dean - Adult Education | 100 | 10,335 |
| Dean - Student Personnel and Regis. | 100 | 11,313 |
| Business Manager (College) | 100 | 6,824 |
| Dean - Men and Student Activities | 100 | 10,290 |
| Dean - Women | 100 | 8,893 |
| Director - Placement | 25 | 9,133 |
| Assistant Dean - Extended Day/Adult | 100 | 9,051 |
| Assistant Registrar | 60 | 6,983 |
| Assistant to the President | 100 | 5,976 |

Department Chairmen Schedule

| | | |
|---|---|---|
| 5 or less teachers | 5 | $ 200 yr. extra |
| 6 - 10 teachers | 5 | 250 yr. extra |
| 10 or more | 10 | 350 yr. extra |

MONTEREY UNION HIGH SCHOOL DISTRICT
MONTEREY PENINSULA COLLEGE

## I. Administrative Salary Schedule

a. **President** (12 months) Ratio 1.65

| Steps | MA | MA + 24 | Doctorate |
|---|---|---|---|
| 1 | $11,395 | $11,795 | $12,195 |
| 2 | | | |
| 3 | | $300 increments/step | |
| 4 | | | |
| 5 | | | |
| 6 | 12,895 | 13,295 | 13,695 |

b. Deans (12 months) Ratio 1.45

| Steps | MA | MA + 24 | Doctorate |
|---|---|---|---|
| 1 | $ 9,735 | $10,135 | $10,535 |
| 2 | | | |
| 3 | | $300 increments/step | |
| 4 | | | |
| 5 | | | |
| 6 | 11,235 | 11,635 | 12,035 |

The above schedules are based on the Teachers' Salary Schedule, Column III, Step 12, times the responsibility ratios.

## II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent | -- | -- |
| President | 100 | $13,095 |
| Dean - Instruction | 100 | 11,035 |
| Dean - Extended Day/Adult | 100 | 10,335 |
| Dean - Students | 100 | 10,735 |
| Director - Student Activities | 60 | 9,870 |
| Director - Guidance | 60 | 10,230 |
| Department Chairman | | No extra |

MT. SAN ANTONIO JUNIOR COLLEGE DISTRICT
MT. SAN ANTONIO COLLEGE

I. Administrative Salary Schedule

Salaries shown are on a monthly rate. Administrators are employed for 12 months.

a. Schedule #1, Factor 1.85
District Superintendent and President

| Steps | Monthly Salary |
|---|---|
| 1 | $1,658 |
| 2 | 1,708 |
| 3 | 1,758 |
| 4 | 1,808 |
| 5 | 1,858 |

b. Schedule #2, Factors (A-1.60, B-1.50, C-1.40)
Directors, Associate and Assistant Superintendents

| Steps | A | B | C |
|---|---|---|---|
| 1 | $1,436 | $1,341 | $1,246 |
| 2 | 1,478 | 1,383 | 1,288 |
| 3 | 1,520 | 1,425 | 1,330 |
| 4 | 1,562 | 1,467 | 1,372 |
| 5 | 1,604 | 1,509 | 1,414 |

c. Schedule #3, Factor 1.28
Assistant Directors

| Steps | Monthly Salary |
|---|---|
| 1 | $1,150 |
| 2 | 1,183 |
| 3 | 1,216 |
| 4 | 1,249 |
| 5 | 1,282 |

d. Schedule #4, Factor 1.20
Academic Deans

| Steps | Monthly Salary |
|---|---|
| 1 | $1,074 |
| 2 | 1,107 |
| 3 | 1,140 |
| 4 | 1,173 |
| 5 | 1,206 |

e. Schedule #5, Factor 1.10
Deans

| Steps | Monthly Salary |
|---|---|
| 1 | $ 995 |
| 2 | 1,020 |

e. Schedule #5 (Cont.)

| Steps | Monthly Salary |
|---|---|
| 3 | 1,045 |
| 4 | 1,070 |
| 5 | 1,095 |

Schedule #2, Application:
Schedule A - Director of Business
Director of Instruction
Schedule B - Director of Student Personnel
Schedule C - Director of Extended Day

II. Administrative Salaries for 1959-60

No current salaries submitted.

NAPA UNION HIGH SCHOOL DISTRICT
NAPA JUNIOR COLLEGE

I. Administrative Salary Schedule

For 1959-60, all factors are applied to the 1958-59 Certificated Salary Schedule. The following factors are applied to the administrators salary on the teaching schedule.

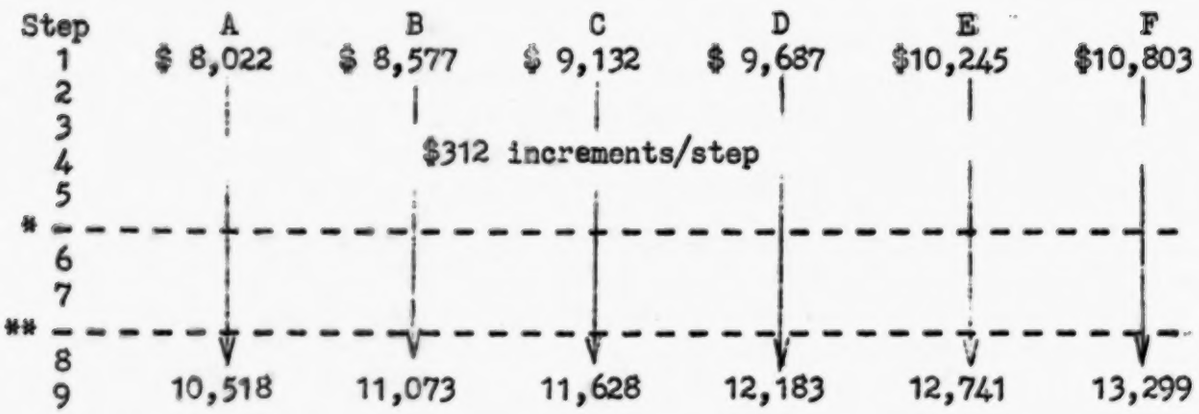
| Position | Factor |
|---|---|
| College President | 1.60 |
| Adm. Ass. to Superintendent | 1.60 - 1.65 - 1.70 |
| College Directors | 1.40 - 1.45 - 1.50 |
| Director, P. E. and Athletics | 1.40 - 1.45 - 1.50 |
| Deans and Co-ordinators | 1.10 - 1.15 - 1.20 |
| Coaches (College) | 1.10 |
| Drama, Yearbook, etc. | 1.07 |

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent | — | -- |
| President (Also Sec. Ed.) | 50(College) | $11,840 |
| Director (Dean, Instruction) | 66 | 10,800 |
| Director, Extended Day/Adult Also Com. Service | 50 | 11,150 |
| Dean, Student Activities | 40 | 9,080 |
| Dean of Men | 40 | 8,275 |
| Dean of Women | 40 | 7,730 |
| Head Counselor | 40 | 7,730 |
| Placement Officer | 35 | 7,700 |
| No Department Chairman | | |

OAKLAND UNIFIED SCHOOL DISTRICT
OAKLAND CITY COLLEGE

I. Administrative Salary Schedule




* Maximum for persons with four years or less training
** Maximum for persons with five years of training
Step 9 for persons with six years of training and MA

Classifications

A.& B. Assistant Deans
B. Head, T. & I. Co-ordinator
D. Associate Deans
F. Deans of City College Campus

Time: The salaries in the schedule are for the regular school year, plus two weeks.
Add 1/10 for an 11 month assignment.
Add 1/5 for an12 month assignment.

Other Positions:
Co-ordinators (Technical and Industrial) are paid $624 above regular teacher's salary.

II. Administrative Salaries for 1959-60

No current salaries submitted.

OCEANSIDE-CARLSBAD UNION HIGH SCHOOL DISTRICT
OCEANSIDE-CARLSBAD COLLEGE

## I. Administrative Salary Schedule

a. Schedule #1 (12 months service)
College President and Business Manager for District

| Steps | A | B | C |
|---|---|---|---|
| 1 | $ 8,845 | $ 8,265 | $ 7,975 |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | $290 increments/step | | |
| 6 | | | |
| 7 | | | |
| 8 | | | |
| 9 | | | |
| 10 | 11,455 | 10,875 | 10,585 |

If Business Manager has administrative credential, he is placed in the appropriate class. If not, he is placed in Class C.

b. Schedule #2 (12 months service)
Dean of Extended Day

| Steps | A | B | C |
|---|---|---|---|
| 1 | $ 7,625 | $ 7,125 | $ 6,875 |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | $250 increments/step | | |
| 6 | | | |
| 7 | | | |
| 8 | | | |
| 9 | | | |
| 10 | 9,875 | 9,375 | 9,125 |

c. Schedule #3 (10 months service)
College Deans

| Steps | A | B | C |
|---|---|---|---|
| 1 | $ 7,320 | $ 6,840 | $ 6,600 |
| 2 | | | |
| 3 | | | |
| 4 | | | |
| 5 | $240 increments/step | | |
| 6 | | | |
| 7 | | | |
| 8 | | | |
| 9 | | | |
| 10 | 9,480 | 9,000 | 8,760 |

The schedules are related to the teachers' salary schedule in the following manner:

Schedule #1: Classifications A, B, and C have maximums 1.45 X the maximum of Classes V, III and II of the teachers' schedule.

Schedule #2: Classifications A, B and C have maximums 1.25 X the maximum of Classes V, III and II of the teachers' schedule.

Schedule #3: 1.20 X the maximum of Classes X, III and II of the teachers' schedule.

Classifications

A - Class V teachers schedule plus general secondary and administrative credentials.

B - Class III teachers schedule plus general secondary and administrative credential.

C - Class I teachers schedule plus general secondary and administrative credential. Doctor's degree paid $204 additional over schedule.

II. Administrative Salaries for 1959-60

No current salaries submitted.

ORANGE COAST JUNIOR COLLEGE DISTRICT
ORANGE COAST COLLEGE

## I. Administrative Salary Schedule

### a. Deans (11 months duty)

| Steps | Masters | Doctorate |
|---|---|---|
| 1 | $ 8,600 | $ 9,000 |
| 2 | | |
| 3 | | |
| 4 | | |
| 5 | $345 increments/step | |
| 6 | | |
| 7 | | |
| 8 | | |
| 9 | | |
| 10 | | |
| 11 | 12,050 | 12,450 |
| Amt. Above 4th Step Tech. Sched. | 2,500 | 2,900 |

### b. Associate Deans (11 months duty) (10 months duty)

| Steps | Masters | Doctorate | Masters | Doctorate |
|---|---|---|---|---|
| 1 | $ 7,200 | $ 7,600 | $ 7,920 | $ 8,320 |
| 2 | | | | |
| 3 | | | | |
| 4 | | | | |
| 5 | $315 steps | | $345 steps | |
| 6 | | | | |
| 7 | | | | |
| 8 | | | | |
| 9 | | | | |
| 10 | | | | |
| 11 | 10,350 | 10,765 | 11,375 | 11,790 |
| Amt. Above 4th Step Tech. Sched. | 1,100 | 1,500 | 10 mo.+ 1/10 | MA + $400 |

### c. Co-ordinators (10 months duty) Also teach.

| Steps | AB plus Cred. | MA plus Cred. |
|---|---|---|
| 1 | $ 5,800 | $ 6,100 |
| 2 | | |
| 3 | | |
| 4 | | |
| 5 | $315 steps | |
| 6 | | |
| 7 | | |
| 8 | | |
| 9 | | |
| 10 | | |
| 11 | 8,950 | |
| 12 | | |
| 13 | | 9,880 |

($900 above salary as teacher)

Division Chairmen - $500 above teacher's salary
Asst. Division Chairmen - $400 above teacher's salary

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent/President | 100 | $17,500 |
| Asst. Supt./ Vice President | 100 | 13,500 |
| Dean - Instruction | 92 | 10,380 |
| Dean - Extended Day/Adult | 100 | 10,725 |
| Co-ordinator - Student Activities | 65 | 9,120* |
| Assistant Dean - Counseling | 80 | 9,700 |
| Assistant Dean - Women | 80 | 10,035* |
| Assistant Dean - Admin. and Records | 80 | 8,955 |
| Assistant Dean - Adult Education | 40 | 8,954* |
| Division Chairman - Agriculture | 17 | 8,330* |
| Division Chairman - Business Education | 17 | 9,700* |
| Division Chairman - Liter. and Lang. | 17 | 9,000* |
| Division Chairman - Social Science | 17 | 9,400* |
| Division Chairman - Nat. Science and Mathematics | 17 | 8,800* |
| Division Chairman - Tech. (Also Co-ord.) | 80 | 10,380* |
| Division Chairman - Health and Phy. Ed. | 17 | 9,000* |
| Librarian | 100 | 6,706 |
| Co-ordinator - Dist. Education | 50 | 8,305* |

*Based on regular teachers salary plus Division Chairman increment.

PRECEDING PAGES MISSING

PASADENA CITY JUNIOR COLLEGE DISTRICT
PASADENA CITY COLLEGE

## I. Administrative Salary Schedule

| Position | Responsibility Increment* | Time Assignment |
|---|---|---|
| J. C. President | 35R | 12 mo. |
| J. C. Administrative Dean | 16R | 12 |
| J. C. Dean | 13R | 12 |
| Psychologist | 10R | 11 |
| J. C. Assistant Dean | 10R | 12 |
| J. C. Department Chairman | 7R | 11 |
| J. C. Counselor | 4R | 11-1/2 |
| J. C. Asst. Dept. Chairman | 4R | 10-1/2 |

*One "R" has a current value of $12.50 per month.
Salaries shall be determined as follows:

a. Employee's classification and step on basic salary schedule is determined.

b. Add the monthly rate derived from the appropriate responsibility increment.

c. Multiply this sum by the number of months specified in the time assignment for the position.

## II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| Superintendent | — | — |
| President | 100 | $16,014 |
| Admin. Dean (Day) | 100 | 10,612 |
| Admin. Dean (Inst.) | 100 | 13,164 |
| Admin. Dean (Ext. Day) | 100 | 13,164 |
| Dean - Student Personnel | 100 | 12,714 |
| Dean - Admission & Records | 100 | 12,714 |
| Asst. Dean - Placement | 100 | 11,712 |
| Asst. Dean - Adm. & Records | 100 | 12,714 |
| Asst. Dean - Stud. Personnel | 100 | 11,160 |
| Asst. Dean - Ext. Day | 100 | 12,264 |
| Div. Chairman (15 in No.) | 25-75 | 7,793-11,279 |

PORTERVILLE UNION HIGH SCHOOL DISTRICT
PORTERVILLE COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| Superintendent | -- | -- |
| Director | 100 | $10,860 |
| Dean - Instruction | 50 | 8,131 |
| Dean - Ext.Day/Adult | 100 | 8,550 |
| Director - Business Services | 100 (District) | 9,780 |
| Dean - Student Activities | 50 | 8,130 |
| Dean - Students | 50 | 8,250 |
| Dean - Women | 50 | 7,320 |

REEDLEY JOINT UNION HIGH SCHOOL DISTRICT
REEDLEY COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| Superintendent/President | 50 (College) | $14,000 |
| Director | 100 | 10,500 |
| Dean - Instruction | 100 | 9,100 |
| Dean - Evening Division | 100 | 8,500 |
| Dean - Students | 100 | 8,800 |
| Counselor | — | 5,470 |
| Division Chairman | — | T.S. + 500 |

RIVERSIDE CITY JUNIOR COLLEGE DISTRICT
RIVERSIDE CITY COLLEGE

## I. Administrative Salary Schedule

| Position | Factor | Time Assignment |
|---|---|---|
| Assistant Superintendent | By Superintendent | 12 |
| College President | 1.65 | 12 |
| Vice President | 1.40 | 12 |
| Deans | 1.20 | 10 |
| Co-ordinators | 1.05 x T.S. | |

### Step Schedules

a. College President (1.65 factor)

| Steps | II | III | IV |
|---|---|---|---|
| 1 | $9,909 | $10,409 | $10,809 |
| 2 | | | |
| 3 | | | |
| 4 | $400 increments per step | | |
| 5 | | | |
| 6 | | | |
| 7 | 12,309 | 12,809 | 13,209 |

b. Vice President (1.40 Factor)

| Steps | II | III | IV |
|---|---|---|---|
| 1 | $8,414 | $8,914 | $9,314 |
| 2 | | | |
| 3 | | | |
| 4 | $325 increments per step | | |
| 5 | | | |
| 6 | | | |
| 7 | 10,364 | 10,864 | 11,264 |

c. Deans (1.20 factor)

| Steps | II | III | IV |
|---|---|---|---|
| 1 | 7,462 | 7,962 | 8,362 |
| 2 | | | |
| 3 | | | |
| 4 | $225 increments per step | | |
| 5 | | | |
| 6 | | | |
| 7 | 8,812 | 9,312 | 9,712 |

Note: For an earned doctor's degree add $300 to Schedule IV.

## Classifications

II. - AB + 30 units
III. - AB + 60 units or MA
IV. - Class III plus 30 units including MA.

II. Administrative Salaries for 1959-60

No current salaries submitted.

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT
SACRAMENTO CITY COLLEGE

## I. Administrative Salary Schedule

a. College President (Factor 1.93). Annual increments are $511 to maximum.

| | Class III | Class IV | Class V | Class VI |
|---|---|---|---|---|
| Minimum | $ 9,959 | $10,470 | $10,982 | $11,493 |
| Maximum | 15,585 | 16,608 | 17,119 | 17,631 |

b. Vice Presidents (Factor 1.67). Annual increments are $443 to maximum.

| | Class I | Class II | Class III | Class IV | Class V | Class VI |
|---|---|---|---|---|---|---|
| Minimum | $ 7,732 | $ 8,175 | $ 8,617 | $ 9,060 | $ 9,502 | $ 9,945 |
| Maximum | 11,715 | 12,600 | 13,485 | 14,370 | 14,813 | 15,255 |

c. Evening City College Principal (Factor 1.61) Annual increments are $427 to maximum.

| | Class I | Class II | Class III | Class IV | Class V | Class VI |
|---|---|---|---|---|---|---|
| Minimum | $ 7,454 | $ 7,881 | $ 8,308 | $ 8,734 | $ 9,161 | $ 9,588 |
| Maximum | 11,294 | 12,147 | 13,001 | 13,854 | 14,281 | 14,707 |

d. Deans (11 months) Co-ordinator and Supervisor "B" type. (Factor 1.48). Annual increments are $392 to maximum.

| | Class I | Class II | Class III | Class IV | Class V | Class VI |
|---|---|---|---|---|---|---|
| Minimum | $ 6,852 | $ 7,245 | $7,637 | $ 8,029 | $ 8,421 | $ 8,813 |
| Maximum | 10,382 | 11,167 | 11,951 | 12,735 | 13,128 | 13,520 |

e. Co-ordinator Apprentice Training, Directors of Schools of Nursing (Factor 1.36). Annual increments are $360 to maximum.

| | Class I | Class II | Class III | Class IV | Class V | Class VI |
|---|---|---|---|---|---|---|
| Minimum | $ 6,297 | $ 6,657 | $ 7,018 | $ 7,378 | $ 7,738 | $ 8,099 |
| Maximum | 9,540 | 10,261 | 10,982 | 11,703 | 12,063 | 12,424 |

f. Deans (10 months) (Factor 1.30). Annual increments are $345 to maximum.

| | Class I | Class II | Class III | Class IV | Class V | Class VI |
|---|---|---|---|---|---|---|
| Minimum | $ 6,019 | $ 6,364 | $ 6,708 | $ 7,053 | $ 7,397 | $ 7,742 |
| Maximum | 9,120 | 9,809 | 10,498 | 11,187 | 11,531 | 11,876 |

II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| Superintendent/Asst. Superintendent | -- | -- |
| President | 100 | 15,073 |
| Vice President (Administration) | 100 | 13,928 |
| Vice President (Education) | 100 | 13,928 |
| Dean - Liberal Arts & Gen. Education | 100 | 8,775 |
| Dean - Vocational Education | 100 | 11,167 |
| Vice President - Adult Education | 100 | 12,500 |
| Dean - St. Activities | 100 | 10,842 |

Classifications

Class I - BA degree
Class II - BA plus 24 units
Class III - MA degree or BA plus 42 units
Class IV - MA degree plus 24 units or BA plus 66 units
Class V - MA degree plus 48 units or BA plus 90 units
Class VI - Earned Doctor's degree or MA plus 72 units

SAN BENITO COUNTY HIGH SCHOOL DISTRICT
SAN BENITO COLLEGE

I. Administrative Salary Schedule

No schedule submitted.

II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| Director | 100 | $9,000 |
| Co-ordinator - St. Personnel and Dean - Men | 83 | 6,700 |
| Dean - Women | 25 | 5,600 |

SAN BERNARDINO VALLEY JOINT UNION JUNIOR COLLEGE DISTRICT
SAN BERNARDINO VALLEY COLLEGE

## I. Administrative Salary Schedule

a. Deans, Directors of Counseling, Business Manager

| Steps | Yearly Salary |
|---|---|
| 1 | $ 9,276 |
| 2 | 9,776 |
| 3 | 10,276 |
| 4 | 10,776 |
| 5 | 11,276 |

b. Director of Evening Programs and Summer Sessions

| Steps | Yearly Salary |
|---|---|
| 1 | 9,776 |
| 2 | 10,276 |
| 3 | 10,776 |
| 4 | 11,276 |
| 5 | 11,776 |

All salaries for college year beginning July 1 to June 30.
One month vacation each year.
Board sets Presidents and Vice President's salaries.

## II. Administrative Salaries for 1959-60

| Position | Administrative Time Per cent | Salary |
|---|---|---|
| Superintendent/President | 100 | $15,000 |
| Vice President (Business) | 100 | 12,750 |
| Vice President (Instruction) | 100 | 12,750 |
| Director - Extended Day | 100 | 9,776 |
| Vice President - Student Personnel | 100 | 11,000 |
| Dean - Men | 80 | 10,276 |
| Dean - Women | 80 | 9,776 |
| Director - Counselor and Placement | 100 | 11,276 |
| Director Chairman (10 months) | — | T.S. plus $30 mo. |
| Director - Community Education | 100 | 9,800 |
| Librarian | 100 | 9,360* |

*Based on teacher's salary.

SAN DIEGO UNIFIED SCHOOL DISTRICT
SAN DIEGO JUNIOR COLLEGE

## I. Administrative Salary Schedule

| Schedule Number | Month | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 |
|---|---|---|---|---|---|---|---|
| | | | | (Salary Per Month) | | | |
| 46 | 12 | $1,160 | $1,218 | $1,279 | $1,343 | $1,410 | $1,481 |
| 45 | 12 | 1,105 | 1,160 | 1,218 | 1,279 | 1,343 | 1,410 |
| 42 | 12 | 954 | 1,002 | 1,052 | 1,105 | 1,160 | 1,218 |
| 41 | 10 | 954 | 1,002 | 1,052 | 1,105 | 1,160 | 1,218 |
| | 12 | 909 | 954 | 1,002 | 1,052 | 1,105 | 1,160 |
| 40 | 10 | 909 | 954 | 1,002 | 1,052 | 1,105 | 1,160 |
| 39 | 12 | 825 | 866 | 909 | 954 | 1,002 | 1,052 |
| 38 | 10 | 825 | 866 | 909 | 954 | 1,002 | 1,052 |
| 37 | 10 | 786 | 825 | 866 | 909 | 954 | 1,002 |

Positions for Schedule and Months:

Schedule 46-12: Assistant Superintendents II and III
Schedule 45-12: Assistant Superintendent I; Director II, Junior College
Schedule 42-12: Directors I, Instruction; Adult Education
Schedule 41-10: Dean - Extended Day; Assistant Director III
41-12: Director - Summer School
Schedule 40-10: Deans - Arts and Science; Business Affairs and Business Education; Students; Technical Education
Schedule 39-12: Assistant Director I; Instruction
Schedule 38-10: Co-ordinator - Business Education; Vocational Education; Vocational Guidance
Schedule 37-10: Co-ordinator - Arts and Science; Health Education; Internal Program

## II. Administrative Salaries for 1959-60

No current salaries submitted.

SAN FRANCISCO UNIFIED SCHOOL DISTRICT
CITY COLLEGE OF SAN FRANCISCO

## I. Administrative Salary Schedule

| Position | Salary Per Year |
|---|---|
| President | $16,080-18,990 |
| Co-ordinator | 13,700-15,410 |
| Dean - Instruction | 12,970-14,680 |
| Dean - Men and Women | 12,400-14,110 |
| Assistant Dean | 12,400-14,110 |
| Registrar | 12,400-14,110 |
| Director-Placement | 7,890-10,060 |
| Director - Testing and Research | 7,890-10,060 |
| Assistant Registrar | 7,675- 9,075 |

## II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| President | 100 | $18,990 |
| Dean - Instruction | 100 | 14,680 |
| Dean - Men | 100 | 14,110 |
| Dean - Women | 100 | 14,110 |

No others submitted.

SAN JOSE UNIFIED SCHOOL DISTRICT
SAN JOSE CITY COLLEGE

## I. Administrative Salary Schedule

| Position | Factor (R) | Work Year |
|---|---|---|
| President | 1.43 | 12 mo. |
| Dean | 1.22 | 12 mo. |
| Assistant Deans | 1.12 | 11, 11½, 12 mo. |
| Co-ordinator - Industrial Education | 1.12 | 11½ mo. |

Vacation periods for work year.

11 mo. - 8 weeks
11½ mo. - 7 weeks
12 mo. - 4 weeks

Administrative salaries are determined as follows:

1. Determine classification and step on basic teachers' salary schedule.
2. Add appropriate time factor. .1 for each fraction over 10 months.
3. Multiply sum of teachers' salary plus time factor by responsibility (R) factor.

## II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| President | 100 | $14,972 |
| Dean - Instruction | 100 | 12,854 |
| Dean - Extended Day | 100 | 12,773 |
| Dean - Student Services | 100 | 12,920 |
| Dean - Men | 100 | 11,726 |
| Assistant Dean - Instruction | 100 | 11,249 |
| Assistant Dean - Student Services | 100 | 11,592 |
| Assistant Dean - Extended Day | 100 | 11,458 |
| Registrar | 100 | 10,749 |

SAN MATEO JUNIOR COLLEGE DISTRICT
COLLEGE OF SAN MATEO

## I. Administrative Salary Schedule

a. Directors

| Steps | 1 | 2 | 3 |
|---|---|---|---|
| Salary | $11,400 | $11,900 | $12,400 |

b. Co-ordinators and Deans

Full time - T.S. plus $750
Part time - T.S. plus $375

c. Division Chairmen

5- 9 faculty - T.S. plus $350
10-14 faculty - T.S. plus $450
15-19 faculty - T.S. plus $550
20-24 faculty - T.S. plus $650
25-over - T.S. plus $750

## II. Administrative Salaries for 1959-60

| Position | Administrative Time (Per cent) | Salary |
|---|---|---|
| Superintendent/President | 100 | $18,540 |
| Director - Research | 100 | 12,400 |
| Director - Instruction | 100 | 12,400 |
| Director - Student Personnel | 80 | 12,400 |
| Director - Extended Day | 100 | 12,400 |
| Director - Business Manager | 100 | 12,400 |
| Co-ordinator - Adm. and Registration | 100 | 11,400 |
| Co-ordinator - Com. Relations | 50 | |
| Co-ordinator and Dean - Women | 50 | 10,280 |
| Co-ordinator - St. Act. - Dean - Men | 100 | 10,430 |
| Co-ordinator - Vocational & Ind. Educ. | 100 | 10,430 |
| Co-ordinator - Construction | 100 | 8,780 |
| Co-ordinator - Tech. Program | 100 | 10,880 |
| Co-ordinator - Ext. Day Inst. | 100 | 9,440 |
| Co-ordinator - Ext. Day Counsel. | 100 | 8,780 |
| Division Chairmen | — | See schedule |

SANTA ANA JUNIOR COLLEGE DISTRICT
SANTA ANA COLLEGE

I. Administrative Salary Schedule

| Position | "R" Factor | Steps 1 | 2 | 3 | 4 | 5 | 6 |
|---|---|---|---|---|---|---|---|
| President | 1.50 | $10,950 | $11,430 | $11,910 | $12,390 | $12,870 | $13,350 |
| Dean - College | 1.35 | 10,455 | 10,767 | 11,079 | 11,391 | 11,703 | 12,015 |
| Dean - Instruction | 1.30 | 9,490 | 9,906 | 10,322 | 10,738 | 11,154 | 11,570 |
| Dean - Students | 1.30 | 9,490 | 9,906 | 10,322 | 10,738 | 11,154 | 11,570 |
| Dean - Adm. & Rec. | 1.20 | 8,760 | 9,096 | 9,432 | 9,768 | 10,104 | 10,440 |
| Dean - Ext. Day | 1.20 | 8,760 | 9,096 | 9,432 | 9,768 | 10,104 | 10,440 |
| Asst. Dean - Students | 1.15 | 8,395 | 8,763 | 9,131 | 9,499 | 9,867 | 10,235 |

1. All positions are on an annual basis and require 11 months of service with one month vacation.

2. Salaries paid in twelve equal payments.

3. Computation of salary:

   Step 1 - Teacher's salary Step 9, Class III x "R" factor
   Step 6 - Teacher's salary Step 17, Class III x "R" factor
   Steps 2, 3, 4, and 5 divided equally between Step 1 and Step 6.

Division Chairmen: T. S. plus $300 per year.

SANTA BARBARA HIGH SCHOOL DISTRICT
SANTA BARBARA CITY COLLEGE

## I. Administrative Salary Schedule

| Position | Mo. Service | "R" Factor Steps 1 | 2 | 3 | 4 | 5 |
|---|---|---|---|---|---|---|
| C | 10 | 1.09 | 1.12 | 1.15 | 1.18 | 1.21 |
| E | 10 | 1.15 | 1.18 | 1.21 | 1.24 | 1.27 |
| F | 10½ | 1.18 | 1.21 | 1.24 | 1.27 | 1.30 |
| G | 10½ | 1.21 | 1.24 | 1.27 | 1.30 | 1.33 |
| N | 11 | 1.42 | 1.45 | 1.48 | 1.51 | 1.54 |
| R | 11 | 1.54 | 1.57 | 1.60 | 1.63 | 1.66 |

The annual salary of persons assigned administrative positions is determined by multiplying their basic teaching salary placement by the appropriate "R" factor.

| Position | Titles |
|---|---|
| C | Assistant Director - Adult Education |
| E | Consultants - Vocational Education |
| F | Dean - Student Personnel |
| G | Dean - Instruction |
| N | Director - Adult Education |
| R | President |

## II. Administrative Salaries for 1959-60

No current salaries submitted.

SANTA MONICA UNIFIED SCHOOL DISTRICT
SANTA MONICA CITY COLLEGE

## I. Administrative Salary Schedule

The administrative responsibility level scale is related to the basic salary schedule in such a way that an administrator's salary is determined by:

1. Length of time employed
2. The individual's placement on the teachers' schedule
3. Level of responsibility

a. Class I (16.0% factor, Class IV, Step 14)

Co-ordinator I (Voc.Educ.); Co-ordinator, (Dist. Educ. and Work Exp.)

b. Class II (20.5% factor, Class IV, Step 14)

Co-ordinator II, (Voc. Educ.)

c. Class III (25.0% factor, Class IV, Step 14)

Co-ordinators (Central Office); Deans, (City College); Assistant Director, (City College).

d. Class IV (29.5% factor, Class IV, Step 14)
Directors (City College); Directors various services in central office.

e. Class VII (43.0% factor, Class IV, Step 14) President, City College

The following formula is used to compute the salaries of administrators:

$$\frac{\text{Basic salary}}{10} + \frac{\text{"R" factor}}{11} \times \text{number school months served}$$

Ten calendar-month administrators serve eleven school months and eleven-calendar-month administrators serve twelve school months.

## II. Administrative Salaries for 1959-60

No current salaries submitted.

SANTA ROSA JUNIOR COLLEGE DISTRICT
SANTA ROSA JUNIOR COLLEGE

I Administrative Salary Schedule

a. Schedule is based on the teacher's salary schedule.
b. With teacher's salary schedule as the base, the appropriate index listed below is applied except for the Business Manager and Dean, School of Nursing.
c. The base salary for the Dean, School of Nursing, is $9,000 to which the appropriate index listed below shall be applied.

| Positions | "R" Factors Per Step | | | | | Maximum |
|---|---|---|---|---|---|---|
| Steps | 1 | 2 | 3 | 4 | 5 | |
| Deans (Major) | 1.21 | 1.24 | 1.27 | 1.30 | 1.33 | $11,970 |
| Dean (Women) | 1.13 | 1.16 | 1.19 | 1.22 | 1.25 | 11,250 |
| Adm. Asst. Curr. Consultant, Coord. Dean, School Nurse Registrar | 1.05 | 1.08 | 1.11 | 1.14 | 1.17 | 10,530 |
| Adm. Asst. | 1.03 | 1.06 | 1.09 | 1.11 | 1.14 | 10,260 |
| Business Mgr. | Independently adjusted | | | (1959-60) | | 10,250 |
| President | | | | (1959-60) | | 12,750 |

II Administrative Salaries for 1959-60

No current salaries submitted except as indicated above.

COLLEGE OF THE SEQUOIAS JUNIOR COLLEGE DISTRICT
COLLEGE OF THE SEQUOIAS

I Administrative Salary Schedule

No schedule submitted.

II Administrative Salaries for 1959-60

| Position | % Adm. Time | Salary |
|---|---|---|
| Supt./President | 100 | $15,000 |
| Dean-Instruction | 95 | 11,500 |
| Dean-Student Personnel | 95 | 11,000 |
| Dean-Ext. Day | 95 | 10,350 |
| Dean-Men | 95 | 10,200 |
| Dean-Women | 95 | 9,800 |
| Registrar | 100 | 9,950 |

SHASTA UNION HIGH SCHOOL DISTRICT
SHASTA COLLEGE

I Administrative Salary Schedule

No schedule submitted.

II Administrative Salaries for 1959-60

| Position | % Adm. Time | Salary |
|---|---|---|
| Superintendent | — | -- |
| President | 100 | $13,936 |
| Asst. Pres./Dean Students | 100 | 10,080 |
| Dean-Instruction | 66 | 9,152 |
| Prin.-Adult and S.S. | 100 | 10,712 |
| Bus. Mgr. (District) | 100 | 9,464 |
| Dean-Student Activities | 10 | 6,724* |
| Dean-Women | 25 | 8,059* |
| Head Counselor | 50 | 9,004* |
| Placement Director-Co-ord. | 33 | 8,539* |
| Co-ordinator-T. & I. | 33 | 7,562* |
| Co-ordinator-Voc.-Agr. | 33 | 8,472* |
| Co-ordinator-Gen. Inst.&Aud.Vis. | 33 | 9,045* |

*Based on teacher's salary

SIERRA JUNIOR COLLEGE DISTRICT
SIERRA COLLEGE

## I Administrative Salary Schedule

Recommended method: Class IV of Teacher's Salary Schedule is basic schedule for administrators
The following factors would be applied to determine the person's administrative salary:

| Position | Factor |
|---|---|
| Deans | 1.30 |
| Business Managers | 1.30 |
| Directors | 1.25 |
| Registrar | 1.20 |

## II Administrative Salaries for 1959-60

| Position | % Adm. Time | Salary |
|---|---|---|
| Supt./President | 100 | $13,600 |
| Dean-Inst. Test & Guidance | 100 | 9,916 |
| Dean-Ext. Day & Voc. Educ. | 100 | 9,400 |
| Dean-Student Personnel | 100 | 10,308 |
| Business Manager | 100 | 9,000 |
| Registrar | 100 | 8,320 |

SISKIYOU JOINT JUNIOR COLLEGE DISTRICT
COLLEGE OF THE SISKIYOUS

I Administrative Salary Schedule

Based on teachers' salary schedule
Supt./President - 2.0 factor
Adm. Asst. - 1.5 factor

II Administrative Salaries for 1959-60

No current salaries submitted.

STOCKTON UNIFIED SCHOOL DISTRICT
STOCKTON COLLEGE

I Administrative Salary Schedule

| Steps | Class I | Class II | Class III | Class IV |
|---|---|---|---|---|
| 1 | $7071 | $7640 | $8207 | $8775 |
| 2 | | | | |
| 3 | | | | |
| 4 | | $253 increments/step | | |
| 5 | | | | |
| 6 | | | | |
| 7 | | | | |
| 8 | | | | |
| 9 | | | | |
| 10 | | | | |
| 11 | 9605 | 10173 | 10741 | 11308 |

II Administrative Salaries for 1959-60

| Position | % Adm. Time | Salary |
|---|---|---|
| Superintendent | -- | -- |
| President | 100 | $12978 |
| Dean-Administration | 62½ | 9535 |
| Dean-Instruction | 62½ | 10488 |
| Dean-Ext. Day/adult | 100 | 11602 |
| Dean-Stud. Personnel | 100 | 10548 |
| College Bus. Assistant | 100 | 5124 |
| Asst. Dean-Women | 50 | 9075 |
| Dean-Reg. and Counsel. | 100 | 10143 |
| Registrar | 75 | 9982 |
| Director-Tech. Center | 100 | 10480 |
| Co-ordinator-T. & I. | 50 | 9618 |
| Div. Chairmen (6) | 20-50 | 8775-9982 |

TAFT UNION HIGH SCHOOL DISTRICT
TAFT COLLEGE

I. Administrative Salary Schedule

a. Superintendent
Set by Board

b. Business Manager, College Director (11 months)

| Steps | | |
|---|---|---|
| 1 | Maximum teachers salary plus | $2620 |
| 2 | Maximum teachers salary plus | 3145 |
| 3 | Maximum teachers salary plus | 3665 |
| 4 | Maximum teachers salary plus | 4190 |
| 5 | Maximum teachers salary plus | 4715 |
| 6 | Maximum teachers salary plus | 5240 |

c. Dean, Adult Center; Dean-Instruction (10 months)

| Steps | | |
|---|---|---|
| 1 | Teachers salary plus | $ 525 |
| 2 | Teachers salary plus | 1050 |
| 3 | Teachers salary plus | 1570 |
| 4 | Teachers salary plus | 2095 |
| 5 | Teachers salary plus | 2620 |
| 6 | Teachers salary plus | 3145 |

d. Dean, Women-Men (10 months)
Regular salary plus $420

e. College Division Chairmen (10 months)
Regular salary plus $525

II. Administrative Salaries for 1959-60

| Position | % Admin. Time | 1959-60 Salary |
|---|---|---|
| Superintendent | -- | -- |
| President | 100 | $15,715 |
| Dea - Instruction | 100 | 13,620 |
| Dean - Adult Education/Men | 100 | 13,620 |
| Business Manager (District) | 100 | 15,715 |
| Dean - Women | 50 | 11,105 |
| Division Chairman | | T.S. plus $525 |

VALLEJO UNIFIED SCHOOL DISTRICT
VALLEJO JUNIOR COLLEGE

## I. Administrative Salary Schedule

### Teacher Salary Classes

| I | II | III | IV | V |
|---|---|---|---|---|
| ($5750-6249) | ($6250-6749) | ($6750-7249) | ($7250-7749) | ($7750-8249) |
| Median $6000 | Median $6500 | Median $7000 | Median $7500 | Median $8000 |

### Aministrative Increments

| | | | | | | |
|---|---|---|---|---|---|---|
| Class | I | $441 | $459 | $478 | $496 | $514 |
| Class | IV | 1323 | 1378 | 1433 | 1488 | 1543 |
| Class | V | 1764 | 1837 | 1911 | 1985 | 2058 |
| Class | VI | 2205 | 2297 | 2389 | 2481 | 2572 |
| Class | VII | 2646 | 2756 | 2867 | 2977 | 3087 |
| Class | VIII | 3087 | 3216 | 3344 | 3473 | 3601 |
| Class | XA | 3822 | 3981 | 4141 | 4300 | 4459 |
| Class | XI | 4853 | 5055 | 5257 | 5460 | 5662 |

### Classifications

* Class I - Secondary Counselors, Co-ordinator of District Education
* Class IV - Junior College Registrar
* Class V - General Consultants, Supervisors Guidance and Testing
** Class VI - Directors, Audio-Visual, Vocational Education (Full Time)
** Class VII - Director, Adult Education
** Class VIII - President, Junior College
*** Class XA - Business Manager (District)
*** Class XI - Deputy Superintendent

* 10 days of required service above teaching assignment
** 20 days of required service above teaching assignment
*** Full time. One month vacation per year

## II. Administrative Salaries for 1959-60

No current salaries submitted.

VENTURA UNION HIGH SCHOOL DISTRICT
VENTURA COLLEGE

I. Administrative Salary Schedule

| Classes | Steps | Base Salary 10 months | Time Assign. | Additional Salary | Total Salary |
|---|---|---|---|---|---|
| Special | 1 | $9145 | 10½ | $457 | $9602 |
| | 2 | 9405 | 10½ | 470 | 9875 |
| | 3 | 9665 | 10½ | 483 | 10148 |
| | 4 | 9925 | 10½ | 496 | 10421 |
| II | 1 | 9870 | 10½ | 494 | 10364 |
| | 2 | 10170 | 10½ | 509 | 10679 |
| | 3 | 10470 | 10½ | 524 | 10994 |
| | 4 | 10770 | 10½ | 539 | 11309 |
| VI | 1 | 11570 | 11 | 1157 | 12727 |
| | 2 | 11870 | 11 | 1187 | 13057 |
| | 3 | 12170 | 11 | 1217 | 13387 |
| | 4 | 12470 | 11 | 1247 | 13717* |

*(1.5 X $9145)

Classifications:

Special: College Counselors, Co-ordinators
II - College Deans, Student Activities, Adult and Evening Division
VI - College Director

II. Administrative Salaries for 1959-60

| Position | % Adm. Time | Salary |
|---|---|---|
| Director | 100 | $13717 |
| Dean-Instruction | 100 | 11309 |
| Dean-Adult & Evening Div. | 100 | 11309 |
| Dean-Students | 100 | 12397 |
| Dean-Student Activities | 100 | 11309 |
| Counselors-Men & Women | 100 | 10421 |
| Director-Placement | 100 | 10421 |
| Counselor-Admissions | 100 | 10148 |

YUBA COUNTY JUNIOR COLLEGE DISTRICT
YUBA COLLEGE

I. Administrative Salary Schedule

| Position | Factor |
|---|---|
| Vice President | 1.25 |
| Dean Men, Director Guidance | 1.2 |
| Directors Evening Division | 1.2 |
| Dean-Counseling | 1.2 |
| Dean-Women | 1.15 |
| Division Chairmen | T.S. + $400 |

II. Administrative Salaries for 1959-60

| Position | % Adm. Time | Salary |
|---|---|---|
| Superintendent/President | 100 | $14,000 |
| Vice-President | 100 | 10,025 |
| Director-Adult/Evening Div. | 100 | 9,624 |
| Director-St.Act. | 50 | 8,545 |
| Dean-Men-Director Guid. | 50 | 9,384 |
| Dean-Women | 50 | 8,993 |
| Div. Chairman | 5 | T.S. + $400<br>8220-8670 |